



Report to the Auburn City Council

Action Item
Agenda Item No. **4**

City Manager's Approval
[Signature]

To: Honorable Mayor and City Council Members
From: Robert Richardson, City Manager
Andy Heath, Administrative Services Director
Date: May 23, 2011
Subject: Auburn Firefighters' Association Memorandum of Understanding

The Issue

Shall the City Council approve the negotiated Addendum to the Memorandum of Understanding between the Auburn Firefighters' Association and the City of Auburn?

Conclusions and Recommendations

By **RESOLUTION** adopt the Addendum to the Memorandum of Understanding between the Auburn Firefighters' Association and the City of Auburn for the period July 1, 2011 through June 30, 2013, and authorize the City Manager to sign on behalf of the City.

Background

As a means to secure a current Memorandum of Understanding (MOU) between the City of Auburn and the Auburn Firefighters' Association Local 4110 (Association), both parties entered into negotiations on April 7, 2011. The negotiation process has concluded with both parties tentatively agreeing to an addendum to the existing MOU encompassing the following:

- Extension of MOU - Two (2) years effective July 1, 2011 – June 30, 2013
- Salary Increases - None
- Continuance of the "Cost Savings Plan" through June 30, 2013, wherein Association members receive "Mandatory Time Off – MTO" in exchange for 3.15% of salary; and Association members pay the full 9% of the employee's CalPERS premium. Upon expiration of the Cost Savings Plan, Association members will continue to pay the 9% employee's CalPERS premium.
- A limited reopener clause effective July 1, 2011 – June 30, 2013, whereby the Association can request to meet and confer in the event the City approves an MOU

with another bargaining unit that provides a cost-of-living (COLA) or other enhancements to wages and/or benefits.

- The City agrees to amend the Fire Service CalPERS agreement to provide the 75% industrial disability benefit under Section 21428 of the Public Employee's Retirement Law to be effective no later than October 1, 2011.

Alternatives Available to Council; Implications of Alternatives

1. Adopt a resolution to authorize the City Manager to execute the Addendum to the Memorandum of Understanding between the Auburn Firefighters' Association and the City of Auburn for the period July 1, 2011 through June 30, 2013.
2. Do not adopt a resolution and direct the City Manager accordingly.

Fiscal Impact

The total net incremental fiscal impact for the above changes is:

Fiscal Year 2011-12 - \$93,567 General Fund Savings


The savings referenced above have been considered in development of the base budget projections for Fiscal Year 2011-12.

The tentative Memorandum of Understanding between the City of Auburn and Auburn Firefighters' Association is available for review in the City Clerks Office and the Administrative Services Department

**The City of Auburn and
IAFF LOCAL 4110**

Addendum

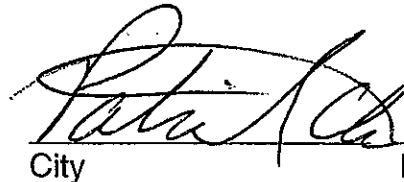
1. The City of Auburn (City) and the International Association of Fire Fighters (Union) Local 4110 hereby agree to extend all terms and conditions of the exiting MOU dated July 1, 2010 – June 30, 2011 until June 30, 2013.
2. If during the term of this MOU the City Council approves an MOU with another bargaining unit that provides a cost-of-living adjustment (COLA) or other enhancements to wages and / or benefits, then the Union may within 30 days of the approval of that MOU with another bargaining unit give written notice to the City of its intent to reopen negotiations under this MOU with respect to wage and / or benefit issues identified in the notice. The City and the Union shall promptly thereafter meet and confer in good faith with respect to the issues identified. This paragraph shall terminate June 30, 2013.
3. The City agrees to provide the Union with any MOU agreements ratified during the term of this MOU.
4. The City agrees to amend the PERS agreement to provide the 75% industrial disability benefit under section 21428 of the Government Code to be effective no later than October 1, 2011. Every effort shall be made to effectuate this amendment effective September 1, 2011.
5. It is agreed that this Addendum to the current MOU shall not be binding upon the parties, either in whole or in part, unless and until approved by the Union and ratified by the City Council.



INTERNATIONAL
ASSOCIATION OF
FIRE FIGHTERS
(IAFF) LOCAL 4110

4/22/11

Date



City

4/20/11

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RESOLUTION NO. 11-
RESOLUTION AUTHORIZING EXECUTION AUBURN FIREFIGHTERS'
ASSOCIATION MEMORANDUM OF UNDERSTANDING

THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

That the City Council of the City of Auburn does hereby adopt the
addendum to the Memorandum of Understanding between the Auburn
Firefighters' Association and the City of Auburn for the period July 1, 2011
through June 30, 2013, and authorizes the City Manager to sign on behalf of
the City.

DATED: May 23, 2011

William W. Kirby, MD, Mayor

ATTEST:

Joseph G. R. Labrie, City Clerk

I, Joseph G. R. Labrie, City Clerk of the City of Auburn, hereby certify
that the foregoing resolution was duly passed at a regular meeting of the City
Council of the City of Auburn held on the 23rd day of May 2011 by the
following vote on roll call:

Ayes:
Noes:
Absent:

Joseph G. R. Labrie, City Clerk